

**P-20 Council Teacher and Leadership Effectiveness Subcommittee**  
**June 2<sup>nd</sup>, 2015**  
**10 a.m.- 2p.m.**  
**Room 118, Illinois State University Alumni Center**

In attendance: Audrey Soglin (IEA), Erika Hunt (CSEP), Beth Purvis (Governor's Office), Cinda Klickna (IEA), Jason Helfer (ISBE), Dawn Green (Somonauk School District), Amanda Taxi (Somonauk School District), Chris Roegge (Illinois New Teacher Collaborative), Annice Brave (Alton School District), Darlene Ruscitti (DuPage ROE), Gail Fahey (DuPage ROE), Jan Fitzsimmons (North Central College), Jim O'Connor (Advance Illinois), Jane Russell (IFT), Kathleen Herley, Lynn Gaddis (ILSTOY), Brad White (Southern Illinois University), Deb Kasperski (National Board Resource Center), Joe Fatheree (Effingham School District), Pam Reilly (Sandwich School District), Diane Morrison (Loyola University)

On Phone: Paul Zionts (DePaul University), Stephanie Bernoteit (IBHE), Renee Zdych (Governor's State University) Janet (Bradley University),

**10:00-10:15 Welcome and Introduction**

Audrey Soglin started the meeting by welcoming everyone and thanking them for attending the meeting. She then went around the room and on the phone and had everyone do introductions.

**10:15-10:45 International Summit**

Following the introductions Joe Fatheree and Pam Reilly shared their recent trip to the International Summit on the Teaching Profession that was held in Canada. Secretary Duncan initiated the first International Summit in 2011. He saw the potential in collaborating with countries around the world on the teaching profession, educational best practices and policies. The summits have been held in New York, Netherlands, New Zealand and Canada.

There were over thirty countries in attendance. Those invited were Ministers of Education, Teachers' Unions and Associations, Government Officials, School Administrators and Education Experts.

Secretary Duncan invited six United States teachers to attend the summit as his official delegates. They were able to attend the meetings with the ministers of the countries and participate in the commitment meeting for the United States. The topics of conversation at this year's summit were teacher leadership, teacher efficacy and innovation.

The United States teachers in attendance set up a meeting with the other teachers from the over 30 countries in attendance. We introduced ourselves and proceeded to have discussions on the Summit, our expectations and what could be improved upon in the future. We exchanged our personal information and are continuing to have an ongoing conversation about the teaching profession and next year's International Summit that will be held in Germany.

Each country in attendance makes three commitments to education in their respective countries to work on over the course of the next year. They will report back at the next International Summit on their progress with their commitments from the previous year. In the commitment room were the CCSSO, NEA, AFT and the USDOE along with their delegates.

The United States Commitments for 2015 are:

- Continue to work to increase the number of children with access to high-quality early learning and encourage teacher leadership in this regard.
- Work to increase access for learners of all ages to high-quality career and technical education and encourage teacher leadership in this regard.
- Convene a summit in the U.S. to highlight teacher leadership and expand leadership opportunities.

At the conclusion of the summit Secretary Duncan took a walk and had dinner with the six teachers that were invited. We had conversations about the issues that were brought up at the summit and discussed possible solutions; he wanted to hear our voices.

They have asked all of the United States teachers that attended the International Summit to help plan the first National Summit on the Teaching Profession. We have been meeting weekly for the past few months to provide the CCSSO, NEA, AFT and USDOE with a four-page paper on our recommendations for the U.S. Summit.

### **10:45-11:45 Illinois Equity Plan**

Jason Helfer shared the new Illinois Equity Plan that he has been working on over the past year. I will share his power point with the group when it is finalized.

### **11:45-12:30 Lunchtime**

### **12:30-1:30 ILSTOY Presentation by Lynn Gaddis, Annice Brave and Pam Reilly**

### **ILSTOY - Illinois State Teachers of the Year**

ILSTOY's Mission:

- ILSTOY members will use their collective voice to impact students' learning and the teaching profession.
- ILSTOY will actively take a leading role to involve teachers in making decisions about educational policy, advocacy, and practice in classrooms, schools, districts, communities, and in state, national and global arenas

#### **Why ILSTOY?**

- ✚ Lynn Gaddis '95 is co-authoring NNSTOY/Pearson three-phase research study of teacher career pathways and analyzing TL Endorsement Programs.
- ✚ Joe Fatheree '07 is developing NNSTOY Teacher Leadership Training modules, managing NNSTOY's Teachers Leading, attended Global Summit, and planning the first U.S. Teacher Leadership Summit.
- ✚ Pam Reilly '14 is leading the P20 Council TLE Committee work, attended Global Summit, and leading the 1<sup>st</sup> U.S. Teacher Leadership Summit.

- + Annice Brave '11 is delivering professional development to teachers throughout the state on best practice to implement the common core.
- + Peggy Allan '89 is coaching, modeling, and supporting teachers in East St. Louis Middle School and others to improve teaching/learning.
- + We have 80 plus members

Multiple research studies show that teacher leaders impact the improvement of teaching and learning.

MetLife survey-principals believe their teachers are effective and teacher leaders have influence over the culture and improvement of practice.

Benefits shown with Teacher Leadership:

- Enhance the capacity of the principal.
- Work in collaboration with principals and other school administrators by facilitating improvements in instruction and promoting practices among their peers.
- Lead to improve student-learning outcomes.
- Partner with administrators and colleagues to encouraging innovation and creating cultures of success in school.

“Teacher leadership can neither be effective nor successful without principal support, but neither can the principal maximize his or her effectiveness without harnessing the talents and expertise of teachers in leadership roles.”

### Illinois P-20 Teacher and Leadership Effectiveness Committee Surveys

- 1600 Respondents so far
- Only going over a few analyzed questions
- Preliminary Results- Survey is still open

### Teachers' Teacher Leadership Survey

I would bring my voice to the tables of educational policy discussions if I was given paid time off to do so?

**84%yes**

Is there a need for Distributive Leadership in Schools?

**85%yes**

Do you see value in adding teacher leadership positions to support teachers in their work?

**95.68%yes**

#### Principals' Teacher Leadership Survey

Do you believe that adding formal teacher leadership roles into your school would support students and increase your capacity as a principal?

**90.85% yes**

After reading over this survey do you believe that adding formal teacher leadership roles into your school would support students and staff as well as increase the capacity of your principals and teachers?

**95% yes/possibly**

#### Superintendents' Teacher Leadership Survey

To what extent is the range of responsibilities reasonable for a principal?

**Not at all reasonable -45.5%**

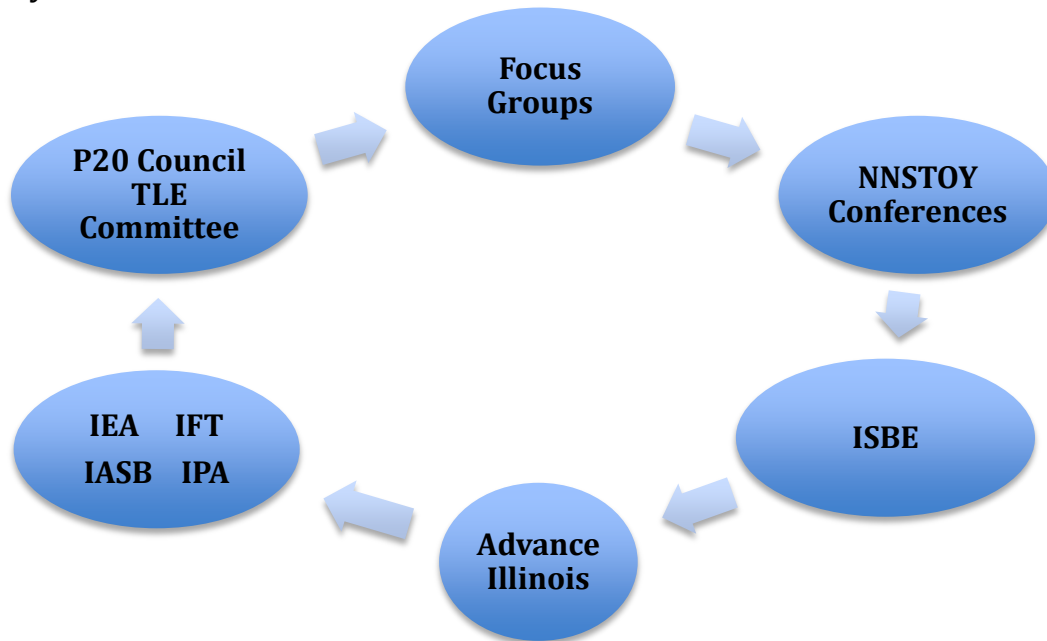
**Reasonable - 54.4%**

**Very Reasonable - 0%**

#### P-20 Council is also taking a closer look at Illinois Teacher Leadership Endorsement Programs:

- + Overview of requirements.
- + Similarities-Trends.
- + Differences- Outliers.
- + How TL Endorsement fits the needs of districts with results of surveys.
- + What is connected to teachers, principals, and districts needs?
- + What is missing?

ILSTOY has been busy learning about teacher leadership over the past few years.



- NNSTOY-a national leader on teacher leadership and we learned from NNSTOY conferences and individuals working with NNSTOY
- State Superintendent-quarterly to learn about teacher leadership and our progress
- Advance Illinois—Partner in EAC, ELI, and critical friends
- IEA and IFT network, IEA has financially supported our travel at times, IASB-new partner in IL Vision 20/20
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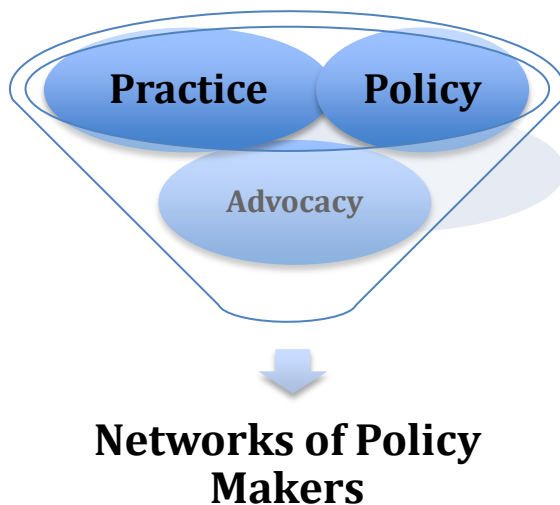
P20 Council Teacher and Leadership Effectiveness Committee hired Pam Reilly to lead focused learning about Teacher Leaderships-agendas, webinar, field trip to IA schools and state department as well as surveys.

There are many unknowns in teacher leadership and we need to go beyond the pick and stick method of finding teacher leaders.

- + Untapped Talent.
- + Untrained Talent.
- + Unawareness.
- + Undefined Roles.
- + Undefined Selection Process.
- + Unequal Training and Opportunities.

- + Unknown Research Agenda or Data Gathering.  
We have discovered that there is little or none of the following available for teacher leaders
- + Teacher Leadership Training in Most Schools.
- + Awareness of Teacher Leadership Standards.
- + Training for Teachers to Lead in Policy.
- + Opportunities for Teachers to Work with Policy Makers in Schools, District, and State.
- + Dedicated Funding Stream.

ILSTOY wrote a proposal out for the Teach to Lead Summit in Kentucky and our proposal was chosen to attend the summit to share our ideas and work with critical friends on fine-tuning our plan. While there we funneled it down to networking teacher leaders and teacher leader training.



## Training



- + Phase I—Train ILSTOY members as teacher leaders in policy/advocacy/practice and make connections to practice and policy committees, task forces, and leaders.
- + Phase II—Expand training and networking to other teacher leaders and networks throughout the state.

- Phase 1. Our immediate problem we wanted to solve was that Teachers of the Year and Finalists were named without any teacher leadership training and had accidental opportunities to lead. We were not tapping into their talent.
- Phase II—Expand that training and networking for other teacher leaders.

## Our Proposal

- + Offer a series of teacher leadership training and to develop of cadre of trained effective teachers across the state.
- + Develop opportunities for teacher leaders to network with policy makers.
- + Engage stakeholders like you to build teacher leadership into the fabric of their existing work.
- +

# TEACH TO LEAD

Our proposal was chosen as a Teach to Lead Learning Lab. The USDOE came to ISBE to work with ILSTOY and 20 plus organizations on putting our proposal idea into action.

- + 20 + Illinois organizations
- + 7 Hours of Focused Conversation
- + 6 Commitment Statements





## We are committed to:

- Increasing success for all students through teacher leadership in instruction, professional collaboration, policy, and advocacy.
- Changing the culture so that everyone understands, recognizes and promotes teachers as leaders.
- Promoting best practices in the development and utilization of teacher leaders.
- Finding the resources to provide the training and support to teacher leaders and administrators as they develop cultures of differentiated leadership.
- Providing opportunities for teacher leaders to become collaborative partners with multiple stakeholders in moving school communities forward.
- Improving practices in teacher leadership through a culture of continuous improvement.

### **Illinois Teacher Leadership Beginning Steps**

- + Create a flyer showing Commitment Statements and Logos.**
- + Set up links on ILSTOY Website to Documents and Research.**  
[www.nnstoy.org/state/illinois](http://www.nnstoy.org/state/illinois)
- + Develop and Conduct a Survey for Asset Mapping.**
- + Identify date, venue, sponsor, and agendas for next planning meeting.**
- + Begin to Develop a Mission Statement, Short- and Long-term Goals and Actions.**
- + Create an online site for discussions, resources, trainings, etc.**

1:30-1:45 Jim O'Connor from Advance Illinois shared the Dashboard Work from 2010/2011. I have attached the full Report to Governor Pat Quinn and P-20 Council Teacher and Leadership Effectiveness Committee from 2011; in the report beginning on page 5 shows the dashboard work details. I have included an excerpt from this report below.

Building on our 2010 recommendations and state initiatives to improve the quality of teacher and leader preparation in Illinois, the Teacher and Leader Effectiveness Committee identified relevant data, metrics and performance indicators that provide information about teacher and principal preparation effectiveness, impact and outcomes that could be collected and analyzed through coordination with the Illinois P-20 Longitudinal Data System (LDS). This includes recommendations for a dashboard strategy and program performance indicators and measures that will:

- 1) Identify relevant performance indicators and data about teacher and leader preparation programs useful to a wide variety of stakeholders including state agencies, universities, districts, students and others to meet the needs of schools, students, and educators in Illinois;
- 2) Inform a pilot program and development of LDS and other data systems which will enhance program measurement, outcomes and continuous improvement efforts; and
- 3) Provide leadership and partnership around program performance indicators to the Joint Education Leadership Council in order to guide strategic efforts to enhance teacher and leader program quality, effectiveness, and outcomes.

**1:45-2:00- Audrey Soglin and Erika Hunt wrapped up the meeting with discussions of Next Steps for our Committee work.**

- Secure staffing for the P-20 Council with the Wallace Grant and additional funding.
- Thank you to IEA for ordering and paying for the lunch for the meeting.
- Coordinate with ILSTOY on the topic of teacher leadership
- Continue analyzing the survey results on teacher leadership